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ABSTRACT

In spring 1994, William Rainey Harper College, in Illinois, conducted a survey of random samples of 250 each of currently enrolled Asian, Black, Hispanic, and Caucasian students to determine their experiences, perceptions, and attitudes regarding the college's multicultural environment. Completed responses were received from 339 students, including 81 Asian, 56 Black, 97 Hispanic, and 105 Caucasian students. Study findings included the following: (1) of 13 positive and negative experiences provided on the questionnaire, the most frequent experience reported was the desire to socialize with students of different backgrounds, receiving an overall rating of 3.29 on a 4-point scale of frequency; (2) overall, students agreed that special interest groups were needed to provide support for students of similar backgrounds; (3) students gave a rating of 3.32 out of 4 with respect to the friendliness of the college and 3.26 regarding its respectfulness; (4) students generally disagreed that they had to change personal characteristics to fit in at the college; and (5) the two most common activities suggested for improving diversity were events that brought different racial groups together and art exhibits or concerts featuring special interest groups. Includes student comments to open-ended questions. The survey instrument and cover letter are appended. (BCY)

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ED 397 895

STUDY OF MULTICULTURAL EXPERIENCES, PERCEPTIONS AND ATTITUDES OF CURRENT STUDENTS

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ABSTRACT

The purpose of this study was to survey four racial or ethnic groups on campus to determine their experiences, perceptions and attitudes about the multicultural environment at Harper College. Samples of 250 each of Asians, Blacks, Hispanics and Caucasians were drawn from the current student population. After three mailings, 335 completed survey forms were returned for a 34 percent response rate.

Results of the survey showed that in general all racial and ethnic groups felt positive about the diversity climate on campus. There seemed to be a desire for more interaction between students of different backgrounds. Activities that were judged to most likely improve the diversity climate at Harper were events that brought together persons of different special interest groups and the arts that emphasized multiculturism.

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Purpose

The purpose of this study, requested by the Director of Multicultural Affairs, was to survey four racial or ethnic groups on campus to determine their experiences, perceptions and attitudes about a multicultural environment at Harper College.

Methodology and Population Surveyed

The survey instrument shown in the appendix was designed by the Office of Multicultural Affairs. The Office of Planning and Research mailed the survey to random samples of current students consisting of 250 Asians, 250 Blacks, 250 Hispanics, and 250 Caucasians. Three mailings were conducted with the first two mailings using a cover letter from the Office of Planning and Research and the a third mailing using a cover letter from the Office of Multicultural Affairs. After the three mailings, the following response rates were obtained.

Racial or Ethnic Group	Total in Sample	Completed Responses Received	Response Rate
Asian	250	81	32 percent
Black	250	56	22 percent
Hispanic	250	97	39 percent
Caucasian	250	105	42 percent
Total	1,000	339	34 percent

During the mail campaign a number of telephone calls were received from members of the sample expressing concerns of confusion and fear. Thus it is probably that the survey results could be biased toward the "politically correct" responses. However, comparisons between student groups and items would still be valid.

Discussion of Results

Only 2 of the 13 experiences listed were reported to occur more often than seldom. The most frequent experience was the desire to socialize with students of different backgrounds and this occurred somewhere between occasional and frequent. Racial groups are adequately represented on important campus governance committees happened between occasional and seldom. Students agreed they would like more interaction with persons of other racial or ethnic backgrounds although whites were less likely to agree than the other groups. They also agreed that special interest groups are needed to support students. and they disagreed that special interest groups promote separatism.

About a fourth of the minorities participate in activities designed to heighten awareness of groups other than their own while only 10 percent of the white do this. Those who do participate find these activities beneficial. In judging the interaction between special interest groups, three of the student groups felt there was close to the right amount of interaction. Blacks on the other hand felt there was not enough interaction.

Rating the attributes of Harper, students judged Harper to be friendly, respectful and cooperative. At the low end Harper was rated to be halfway between concerned and indifferent. There was agreement that Harper should be and is genuinely committed to promoting tolerance and understanding of differences. Students disagree that they had to change their personal characteristics in order to fit in at Harper. The Senate and the Program Board were the student organizations all groups of students felt were most accepted and respected at Harper. For Hispanics and Blacks, racial and ethnic organizations were most likely of all organizations to represent their views.

The best approach to improve the climate for diversity according to these students was to schedule more events bringing together members of different racial and ethnic groups or schedule more art exhibits or musical concerts featuring different special interest groups. In a ranking of activities, art and poster exhibits or artifact displays were judged most likely to help the campus become more multicultural.

Major Conclusions

In general all racial and ethnic groups felt positive about the diversity climate on campus. There seemed to be a desire for more interaction between students of different backgrounds. Activities that were judged to most likely improve the diversity climate at Harper were events that brought together persons of different special interest groups and the arts that emphasized multiculturism.

Experiences at Harper College	Asians N	Asians Frequency Index*	Blacks N	Blacks Frequency Index*	Hispanics N	Hispanics Frequency Index*	Caucasians N	Caucasians Frequency Index*	Total N	Total Frequency Index
Would like to socialize with students of different background.	80	3.36	55	3.33	92	3.37	102	3.14	329	3.29
Racial groups are adequately represented on important campus governance committees.	71	2.20	38	2.37	78	2.54	75	2.67	262	2.46
Have had positive discussions about race or ethnicity, gender, sexual orientation or religion with persons of different background.	76	1.99	42	2.05	77	1.92	84	1.99	279	1.98
Have seen material in campus publications which increased understanding of racial or ethnic persons.	80	1.91	54	2.09	92	2.02	101	1.84	327	1.95
Felt that students who are not of similar backgrounds do not socialize because of race or ethnicity.	80	1.69	55	1.96	96	1.38	101	1.35	332	1.54
Have been present at Harper affiliated events where racial or ethnic groups were portrayed in a positive manner.	77	1.64	52	1.98	93	2.02	97	1.77	319	1.85
Have had negative discussions about race or ethnicity gender, sexual orientation, or religion with someone of a different background.	71	1.54	46	1.48	78	1.41	96	1.42	291	1.46
Have been discriminated against because of my race or ethnicity.	79	1.49	54	1.41	96	1.24	101	1.02	330	1.26
Have heard or seen ridiculing comments or graffiti at Harper about race or ethnicity.	80	1.40	55	1.47	93	1.32	103	1.20	331	1.38
Have seen/read material in campus publications which are offensive.	79	1.33	55	1.18	94	1.40	102	1.24	330	1.30
Have been harassed because of race or ethnicity.	81	1.31	54	1.26	96	1.15	102	1.01	333	1.16
Have been present at Harper affiliated events where racial or ethnic groups were portrayed in a derogatory manner.	76	1.22	53	1.09	92	1.18	98	1.07	319	1.14
Have asked to do extra work at Harper because of race or ethnicity.	80	1.16	55	1.20	92	1.23	101	1.00	328	1.14

* Frequency Index: 4 = Frequently
3 = Occasionally
2 = Seldom
1 = Never

Student Interaction at Harper College - Degree of Agreement with Statements

Statement	Asians N	Asians Agreement Index*	Blacks N	Blacks Agreement Index*	Hispanics N	Hispanics Agreement Index*	Caucasians N	Caucasians Agreement Index*	Total Agreement N	Total Index*
Would like to have more personal interaction with other racial or ethnic students.	80	3.35	55	3.25	87	3.22	98	2.89	320	3.16
Would like to have more formal interaction with other racial or ethnic students.	79	3.24	55	3.24	88	3.15	96	2.77	318	3.07
Special interest groups are needed to provide support for students of similar backgrounds.	80	2.96	55	3.36	89	3.01	99	2.79	323	2.99
Students from different special interest groups communicate regularly and effectively at Harper.	80	2.75	48	2.69	80	2.80	88	2.59	296	2.71
Special interest groups among students promote separatism.	78	2.21	53	2.08	90	2.20	100	2.34	321	2.23

*Agreement Index: 4 = Agree Strongly 3 = Agree Somewhat 2 = Disagree Somewhat 1 = Disagree strongly

Statement	Asians PCT Yes	Asians Beneficial Index*	Blacks PCT Yes	Blacks Beneficial Index*	Hispanics PCT Yes	Hispanics Beneficial Index*	Caucasians PCT Yes	Caucasians Beneficial Index*	Total PCT Yes	Total Beneficial Index*
Those participating in any organized activity designed to heighten awareness of a special interest group other than their own.	26.3	3.67	25.5	3.36	23.7	3.57	10.4	3.45	20.4	3.54

* Beneficial Index:
3 = Mostly Beneficial
4 = Somewhat Beneficial
5 = Not Beneficial

Statement	Asians N	Asians Interaction Index*	Blacks N	Blacks Interaction Index*	Hispanics N	Hispanics Interaction Index*	Caucasians N	Caucasians Interaction Index*	Total N	Total Interaction Index*
Amount of interaction at Harper between individuals of different special interest groups	80	1.57	51	1.43	83	1.69	89	1.70	303	1.62
Amount of interaction at Harper between all types of special interest groups.	80	1.65	51	1.37	83	1.69	89	1.73	303	1.64

* Interaction Index:
1 = Not enough
2 = Right amount
3 = Too much

Perceived General Environment at Harper College						Asians N	Asians Index	Blacks N	Blacks Index	Hispanics N	Hispanics Index	Caucasians N	Caucasians Index	Total N	Total Index
Friendly	4	3	2	1	Hostile	75	3.21	55	3.29	87	3.37	101	3.36	318	3.32
Respective	4	3	2	1	Disrespective	76	3.11	54	3.26	87	3.38	101	3.26	318	3.26
Cooperative	4	3	2	1	Uncooperative	76	3.01	54	3.20	86	3.22	101	3.33	317	3.20
Communicative	4	3	2	1	Reserved	75	2.99	54	2.98	86	3.02	101	3.12	316	3.04
Competitive	4	3	2	1	Non-Competitive	75	2.83	54	3.20	86	2.99	101	2.92	316	2.97
Concerned	4	3	2	1	Indifferent	73	2.85	54	2.85	86	2.90	101	2.92	314	2.89

Perceived General Environment in the Student Activities Area						Asians N	Asians Index	Blacks N	Blacks Index	Hispanics N	Hispanics Index	Caucasians N	Caucasians Index	Total N	Total Index
Friendly	4	3	2	1	Hostile	74	2.95	47	3.04	76	3.22	80	2.99	277	3.05
Cooperative	4	3	2	1	Uncooperative	74	2.92	49	3.02	75	3.04	80	2.85	278	2.95
Respective	4	3	2	1	Disrespective	74	2.84	48	2.85	75	3.12	80	2.91	277	2.94
Competitive	4	3	2	1	Noncompetitive	74	2.78	47	3.06	75	3.05	80	2.80	276	2.91
Communicative	4	3	2	1	Reserved	73	2.79	48	2.81	75	3.04	80	2.75	275	2.86
Concerned	4	3	2	1	Indifferent	73	2.59	48	2.60	75	2.84	80	2.59	276	2.66

Attitudes About Diversity -- Degree of Agreement	Asians N	Asians Agreement Index*	Blacks N	Blacks Agreement Index*	Hispanics N	Hispanics Agreement Index*	Caucasians N	Caucasians Agreement Index*	Total N	Total Agreement Index*
Harper College should be genuinely committed to promoting tolerance for and understanding of individual and group differences.	77	3.30	54	3.62	88	3.27	95	3.25	314	3.33
Harper College is genuinely committed to promoting respect for and understanding of group differences at Harper.	76	3.05	53	3.34	86	3.35	93	3.06	308	3.19
Harper has achieved a positive climate for diversity	77	3.03	52	3.04	86	3.08	92	3.12	306	3.07
Diversity is valued by Harper College	77	2.92	52	3.04	85	3.13	93	3.06	307	3.04
Diversity is valued by the Student Activities Department	74	2.82	48	3.08	80	3.06	90	2.98	292	2.98
The PCT of minority faculty and staff should reflect the PCT of minority students at Harper College.	77	2.66	51	3.06	86	2.65	92	2.15	306	2.57
Elected students at Harper represent my point of view.	71	2.35	49	2.37	75	2.49	73	2.47	268	2.43
Harper College is putting too much emphasis on achieving multiculturalism.	78	2.24	51	1.78	86	2.38	94	2.52	309	2.29

Attitudes About Diversity -- Degree of Agreement (cont'd)	Asians N	Asians Agreement Index*	Blacks N	Blacks Agreement Index*	Hispanics N	Hispanics Agreement Index*	Caucasians N	Caucasians Agreement Index*	Total N	Total Agreement Index*
Students from special interest groups are given fewer opportunities for student leadership positions than other students on campus.	73	2.36	46	2.43	78	2.06	83	1.66	280	2.08
Emphasizing diversity leads to campus disunity.	76	2.03	52	1.56	87	2.07	95	2.25	310	2.03
In general, students respect minority faculty and staff less than non-minority faculty and staff.	74	2.23	49	1.96	84	2.12	88	1.73	295	2.00
In order to "fit in" at Harper, often feel need to change some personal characteristics.	78	2.26	53	1.75	87	1.68	94	1.73	312	1.85
Following Student Organizations Represent My Views:										
- Other	5	2.80	7	3.71	4	2.50	3	4.00	19	3.26
- Racial or ethnic student organizations	73	2.67	44	2.89	77	2.79	72	2.17	266	2.61
- Program Board	72	2.82	44	2.25	73	2.51	72	2.57	261	2.57
- Student Senate	71	2.70	43	2.35	73	2.49	71	2.58	158	2.55
- Religious student organizations	71	2.54	45	2.24	76	2.33	74	2.27	266	2.35
- Gay, lesbian or bisexual student organizations	70	1.84	44	1.36	75	1.73	73	1.75	262	1.70
Students from the Following Student Organizations are Accepted and Respected at Harper College										
- Program Board	70	3.00	42	3.24	77	3.14	75	3.07	264	3.10
- Student Senate	69	2.94	41	3.22	76	3.14	74	3.01	260	3.06
- Other	4	2.75	4	2.75	4	3.25	3	3.33	15	3.00
- Racial or ethnic student organizations	75	2.81	45	3.04	78	3.10	75	2.84	273	2.94
- Religious student organizations	73	2.86	41	2.78	77	2.99	75	2.71	266	2.84
- Gay, lesbian or bisexual student organizations	72	2.25	41	2.32	77	2.56	75	2.17	265	2.33

Other Programs Listed

Asian	Black	Hispanic	Caucasian
Radio	Student Ambassadors	Administration	Stop AIDS
ESL	Social Clubs/Events	Harper Board	Honor Society
Transfer Guide	Hearing Impaired	Marijuana Initiative	
HARBINGER	Science	Honor Society, Phi Theta Kappa	
Arts and Film Organizations	Literary Academic Clubs	Harper's Bizarre	
Arts and Film Programs	Law related activities	Students with disabilities	

Possible Solutions for Improving The Climate for Diversity at Harper	Asians N	Asians Improvement Index*	Blacks N	Blacks Improvement Index*	Hispanics N	Hispanics Improvement Index*	Caucasians N	Caucasians Improvement Index*	Total N	Total Improvement Index*
Have more events on campus that bring together members of different racial or ethnic groups.	76	3.22	53	3.57	84	3.40	91	3.07	304	3.29
Have more art exhibits or music festivals featuring different special interest groups.	75	3.21	54	3.54	85	3.34	89	3.08	303	3.27
Provide more awareness/sensitivity workshops or programs to help staff become more aware of the needs of multicultural students and issues.	77	3.26	54	3.48	85	3.07	91	2.90	307	3.14
Have more regular meetings between top Harper administrators and representatives of student special interest groups.	74	3.00	52	3.35	83	3.08	91	2.87	300	3.04
Conduct "teach-ins" on diversity issues.	74	3.01	54	3.28	84	3.07	89	2.78	301	3.01
Promote more programs that recognize distinctive cultural heritage's or diverse life styles.	76	2.91	53	3.32	82	3.01	91	2.74	302	2.96
Include service that enhances the Harper climate for diversity as one of the criteria for staff and faculty evaluations.	74	3.07	53	3.34	80	2.89	89	2.70	296	2.96
Provide more funding for Harper affiliated racial or ethic student organizations.	74	2.97	53	3.40	84	3.14	88	2.31	299	2.90
Create more special programs or services for racial or ethnic students.	74	2.99	54	3.35	83	3.05	87	2.36	298	2.89

*Improvement Index: 1 = Worsen Considerably 2 = Worsen Somewhat 3 = Improve Somewhat 4 = Improve considerably

Which Programs and Services, if Added Would Help the Campus Community Become Multi-Cultural	Asians N	Asians Average Rank	Blacks N	Blacks Average Rank	Hispanics N	Hispanics Average Rank	Caucasians N	Caucasians Average Rank	Total N	Total Average Rank
Cultural art exhibits, poster exhibits, artifact displays, etc.	62	3.60	43	4.86	70	3.87	79	3.35	254	3.81
Special interest mini courses, workshops, conferences	62	4.48	43	3.88	70	4.96	79	4.03	254	4.37
Trips to explore cultural and ethnic diversity in Chicago	62	5.15	43	4.28	70	4.01	79	4.75	254	4.56
Information services on cultural and ethnic activities in Chicago	62	5.19	43	4.42	70	4.51	79	5.09	254	4.84
Indigenous, international and ethnic food available in cafeteria	62	4.69	43	5.84	70	5.10	79	5.30	254	5.19
Special interest books, magazines, newspapers sold in bookstore.	62	5.21	43	5.14	70	5.26	79	5.41	254	5.27
Special interest newspapers and magazines available in library.	62	5.37	43	5.70	70	5.89	79	5.44	254	5.59
Multi-cultural music programmed on Harper sound system.	62	5.31	43	5.28	70	5.97	79	5.86	254	5.66
Programs which would include one's family.	62	6.06	43	5.95	70	5.74	79	5.92	254	5.91

What Else can be Done at Harper College to
Strengthen and Improve the Climate for Diversity? -- Asians

- Intramural sport between different social/interest groups might help improving the climate for diversity.
- Nothing - if you leave it alone, diversity will form itself.
- Have more sign up day's for special interest groups and have at least one representative from each group present at all times to answer all questions. This survey comes at a great time!
- Accept more minorities and younger people at limited enrollment programs such as Nursing. I noticed that Nursing students are either white or older women. Some of us are even listed on Dean lists but we have been waiting for two or more years.
- This survey could be improved - the wording and the selections some times do not coincide in a selection that I would make so I feel it is going to be somewhat biased on the responses.
- Make it aware to faculty and students of differences that every student has different perspectives in of students on same issues in paper. Emphasize importance of multicultural atmosphere. More funds for student activities.
- During class explain the need of globalization.
- Cases of discrimination should be investigated thoroughly so students feel comfortable.
- I think the above pretty much answers this question. One suggestion that might sound like a good idea to welcome all diverse people at Harper is to put up flags outside the school campus other than the U.S. flag. The flags would represent students coming from all countries and it might enhance the diversity at Harper College.
- Have more multicultural concerts frequently.
- What happened to the afro-American teachers? Why afro-Americans or people from the Negro race are not accepted in the Nursing Program?
- Some special edition about such a problem can be prepared on the College newspaper, etc.
- Keeping a special department which deals such a program.
- I believe that in the current cultural climate of ethnic co-understanding, the more "minority/ethnic" teachers, the better, especially since the suburban environment lacks the ethnic diversity of a city.
- To hold an opportunity to discuss in a small group on our difficulties in adjusting to Harper College life or studies.
- Intercultural social functions - parties, dances - Note: I was only a part-time student.
- Getting the faculty involved with student programs so they could see the student's life outside the classes.
- Clubs such as the Asian Student Association, should be called Asian American Association to promote more diversity and encourage other students that are not Asian to feel comfortable in joining.
- Nothing
- Harper has very strong background from Illinois State. This school is good and it should be a 4-year university instead of community college. For this the staff should maintain their nice work.
- I already filled one of these out - don't send me any more - thanks.
- Educate students as well as faculty and staff more about the different races. If they have the knowledge about different races they would not be racists. Because I believe racism is ignorance.
- I only take one course per semesters - I am 60 years old. Do not feel the need for "socio-emotional" support, or other "peer" activities as younger ones might -- your questionnaire should have allowed for a more neutral response, i.e., either N/A or something to the effect that allows me to say "I have not experienced it or do not know!"
- Actually, there is nothing can be done with that. Since this concept has been deeply implanted in people's mind, therefore, it would be difficult to get rid of that predominant concept!

What Else can be Done at Harper College to
Strengthen and Improve the Climate for Diversity? -- Asians (continued)

- I have been discriminated against in ENG/101 and ENG/102 classes. Teachers should understand that people who just come from India - I have been in U.S. only a year - do not have good communication skills and should be helped, not discriminated against. That's the reason I had to drop out of ENG/102 class. I am not going to take any more English classes at Harper College.
- To tell you the truth, I have not really experienced diversity at Harper College.
- Subliminal.
- Throw parties during the weekends in the Cafeteria; however, everyone should be invited that may improve.
- Harper should consider having exhibitions of different culture which would help students see other culture's art, music, books, and clothes.
- I am a part-time student who is not famaliar with special interest group activities. Thank you.
- The books are too expensive - reduce them.
- Choose one day for each culture - country - and introduce specific culture such as art, history, music, etc. Make to involve ethnic group.
- Have a big meeting where you can get a feel of what the students have to say and what kind of an attitude they have. These surveys do not really voice student feelings.

What else can be done at Harper to strengthen
and improve climate for diversity -- Blacks

- Programs to help students achieve multiculturalism should be funded instead of programs for racial/ethnic groups, which, in my opinion, encourages separation.
- So far things are going great and are improving on its own. Sometimes, things have to work themselves out.
- Bring the community more together with the school - in other words, let the community be part of the school.
- Invite speakers from different racial backgrounds to talk on different issues - have "workshops" - You can contact "The Institute for the Healing of Racism".
- Respect people and treat others how you would like to be treated.
- Special sessions where people from different backgrounds can get together and discuss racial issues of concern.
- Educate for better understanding of the need of the handicapped. Give more in-depth help, referral, aide, etc. to victims of discrimination, especially sexually harassed women and girls.
- More ethnic diversity in the teaching staff, afro-American history classes and other cultures.
- To be honest, I am not on campus that much to answer most of these questions. That is why I had to place N/A next to most of the issues.
- Have a multi-cultural course that is mandatory just as English and math are and in this way people of other cultures cannot get around it.
- Most of my classes are at the Northeast Center so I do not have these experiences, but I will be taking classes at the main campus - pray to God I do not come across any of these types of situations. I am a mature adult and Christian so I can handle any!
- Harper is a wonderful junior college in which I will never forget everyone who attends Harper such as students and staff who are so friendly, kind and polite.
- I do not really have any more ideas to strengthen and improve the climate for diversity, but I do wish that Harper would improve on its extension sites for classes by having them spread out better to serve students in all areas.
- Make students aware of the different cultural groups available through seminars and newspapers.
- Have more information on ethnic groups. I never really see anything with ethnic groups.
- More multi-cultural awareness by staff, faculty, and students.
- I do not spend enough time at Harper to comment on this area
- It seems Harper is on the right track.
- Just keep trying to get people involved in different activities that will benefit them.
- There is a group you have not addressed -- Females, over 40, who work full time, trying to go to school evenings and weekends. And do this with very little money. Everyone is not 20-years old. Everyone has not lived on a computer from birth. I failed a computer class due to poor teaching. Lack of sensitivity for my inability to pick up quickly and because I did not have friends to pass homework to and from.
- Continue to promote activities that encourage interaction between special interest and ethnic groups.
- Continuing to ask these type questions and acting upon information received.
- Since I believe a majority of students at Harper would socialize with a non-minority society, I think more cultural awareness is important.
- More ethnic type concerts to openly promote acceptance of diversity within ethnic groups would be a good start.

What else can be done at Harper to strengthen
and improve climate for diversity? -- Black (continued)

- Play music that black people enjoy too and help students find jobs that do not have luck finding them, like me.
- Build the truth and reality of it up in the staff and volunteers through inspirational means.
- Improve transportation for commuters from Chicago by having a Pace bus to pick up and return from River Road "El" train stop so commuters can either Park-N-Ride or transfer.
- Have a multi-cultural day featuring the ethnic background of the special interest groups.
- As a working student, I did not have the time to participate in any of the College activities. I answered to the best of my knowledge. If anything, teach the younger students that there is a world outside of their home and to be successful you must be able to relate to and respect people of all walks of life not matter what the race.
- I really do not know. I am in the Legal Technology program and I am Italian/Black. People are friendly towards me and I get along so far with my teachers. I do not feel uncomfortable in my classes as I have made friends through my classes. My classmates are nice people and so are my teachers.

What else can be done at Harper to strengthen
and improve climate for diversity? -- Hispanics

- Have a program with different groups that they can show, in a period of time, what they are doing.
- Conferences, celebration of festivities from different racial groups.
- To be honest, I did not think it was a problem. I went to SIUC and there it is a problem, but I do not feel Harper has a problem with diversity.
-Treat everyone as equals.
- I am an adult part-time students who returned to school after 24 years. The Counseling Services I received and the explanations for Harper not accepting "International" credits transferred was very poor and left me the same way I started. Probably having counselors tailored to minority adults returning to school would be very beneficial. I recently spent some time with a counselor at Elmhurst College which gave me a "wealth" of information and ways to go about getting a degree. She spent over one hour looking at different situations to help me. The counselor I saw at Harper was uninterested and not concerned to help me look for the best alternatives. I think that your services should include counselors who can genuinely reach to people like me.
- Administrator can give a damn about any group. Had lunch with administrator and other students. The administrator came late and did not chair the meeting effectively -- too much to ask for $65,000 a year? This school is making tons of money that can be allocated to funding for programs. Hire more student aides and get rid of do-nothing high paid employees - if we need more money. It is not like student aides do not do almost everything already! Training specialist - program assistants, etc., even high level administrators do not deserve what they are paid. Respect students by taking care of our money. You can walk by any office and hear employees talking about anything but work. One lady was talking so much about her neighbor I could not study. Yet they are quick to note when minority janitors take a break.
- Promote more cultural and ethnic activities of every kind of race and more sports like soccer, tennis, karate, etc.
- To promote more the sports at Harper College.
- Love the way you handle business.
- Nothing else - maybe play more foreign movies with English sub-titles.
- Activities live, sports, jobs, etc.
- I think the diversity thing has been pushed too far. Events such as the multi-cultural affair that brought the different ethnic groups together seemed to work well. I would like to think that by bringing the groups together more would allow for more multi-cultural interaction there by bringing the school together.
- As a CE student taking one class only because the instructor is only available through Harper I believe this survey does not apply to me. My answers would throw off any meaning to the whole.
- Was this survey sent and was I chosen because of my ethnic background? If so, then I do feel a sense of discrimination because you sent this to me because of such. I am only a part-time student. I work full time and still have a home to attend to and children. Questions on this survey were not answered because I do not get much exposure to Harper and its services and surroundings because I elect not to. My work involves being around many people and talking to many people. So by the time I get to school the less people I talk too is fine with me!
- Everything is fine.
- It may be better to let people choose for themselves instead of pushing it on them.
- Include Latin America literature and workshops on racial differences.
- To Whom It May Concern: I do not feel comfortable completing your survey since I am not a full-time student at your College. In addition, I feel that this survey does not apply to me.

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What else can be done at Harper to strengthen
and improve climate for diversity -- Hispanics (continued)

- Have more diversity in the activities at Harper.
- Get the different ethnic groups to converse, associate and notice others in a positive way. May be some day help each other out, share and respect each others ways and differences. Find common activities among the different groups.
- Lower prices on tuition and books - I can barely afford it myself.
- Perhaps having speakers - or more of them - come to Harper and talk about ethnic/racial groups - advertise cultural/racial events more.
- I believe Harper College is fine the way it is. Maybe more information about other ethnic groups. For example, books, magazines and newspapers.
- Become a four-year college.
- You place too much emphasis on people's race -- Stop that!
- Sure we should be proud of where we came from but instead of showing differences between the students highlight what we all have in common.
- Do not wish to participate in a race questionnaire.
- Accept more minorities at Harper's limited enrollment programs.
- I think that Harper is doing its job as far as climate diversity. I am happy with the College performance in every aspect.
- The above is enough - I would just be repeating what has been said - Thank you.
- I feel that promoting diversity on a monthly or weekly basis - Black Month - Women's Month - is bad. The reason is because you are putting extra emphasis on minorities that does not need to be there. You are indirectly saying "This month blacks are important" but next month they are not so important because it is Women's Week. Just leave the issue alone. By Harper putting emphasis on diversity issues, more problems are created than resolved.
- Do not imply diversity as living separately - diverse groups with common good: seek excellence/means? As varied as human imagination can be. Tolerance would imply not integrated, one could tolerate and still hold. One group???? than another. Do not tolerate, but encourage.
- Everything is great at Harper.
- Have persons who speak different languages at the Information Desk with a sign stating: German, Spanish, Italian language spoke here.
- Maybe having too many special interest groups makes it too easy for some ethnic groups to avoid blending in.
- I have no clue what else could be helpful.
- Promote a little more different cultures.
- I may not have anything else to say, but I can say I was discriminated against when I applied for a job last Year. This person in Personnel refused to give me an opportunity for a clerical opening.
- One class a semester - part-time student - unable to give knowledgeable answers.
- I think Harper is already very diverse and multicultural. I do not think it needs to be any more diverse. I think you should put your time and efforts into something more important.
- Start with facility first.
- I feel nothing should be done because we should be teaching how we are all the same, not different. I feel that all of these special measures only lead to reverse discrimination. I am of ethnic background, but I only want to be judged on my accomplishments, not my race.
- If there is a special group like foreign culture in Harper I would like to join. It is interesting to meet people from other cultures and exchange cultures that way we learn to appreciate more other peoples ethics and also start to learn more about and respect each other and have more social environment in Harper.
- I do not know.
- Not make it such a big issue.
- Teachers more prepared - other persons (workers on Harper) have been more prepared with help from Harper College. Employees more prepared - they have been using more judgment.
- Try and give people a reason to want to try different things besides their own doings in their majors.
- Nothing really - it seems fine but maybe a little in the courses and classrooms.
- Erase all graffiti on walls, bathroom stalls and remove all desks that contain derogatory racial comments. Then police these areas frequently - I have seen too many negative comments about the black community.
- More cultural programs not only including Harper students, but also other people around the area - make the programs more public.
- The feeling that I get from being at Harper is that nobody really wants to be there. People are very un-friendly - not rude - but nobody really talks to one another unless they know that person. I do not know

What else can be done at Harper to strengthen
and improve climate for diversity -- Hispanics (continued)

what can be done to change it, but it occurs.

- Harper is too concerned about promoting diversity - Harper campus should be a color-blind environment in which individuals can succeed not based on their background but solely on hard work and dedication. By getting involved in trying - and doing a poor job at it - to create an artificial diverse and multicultural campus, Harper is only promoting separation and discrimination - let us all come together based on our commonalties rather than our differences. Ban any groups who promote illegal substances with our tax and tuition dollars.
- See my notes throughout survey - have people work there who genuinely care. Not do it because they are getting paid. So many people here you know are just nodding along and not listening to what people say. They can care less. Just numbers, money, percent minority here. Not how they feel or are being treated. Not to say they are that badly treated, it's just you can tell when people do not really care!
- I am a "Latin Woman" - two minorities right there! But I do not agree with Latinos Unidos - they are full of it. I sincerely think Harper is too interested in the organizations and not the individual. Too much of student activities money is going to clubs and organizations that have nothing to do with College activities, i.e., Latinos Unidos, Gay and Lesbian Club, Illinois Marijuana Initiative. These are groups that are people who like to get together because they something in common or have the same beliefs. They can socialize off campus. There are other clubs that are directly affiliated with the College and promote academics or sports. Harpers Bizarre, for example, works hand in hand with the Fashion Department and enriches both design and merchandising students by giving them the opportunity to go to New York and Paris on field trips, to get hands-on experience in fashion show production, and much more. The Bizarre has members of both sexes, many races, and various sexual orientations. No one thinks of any of these twice - why can't everyone else on campus?
- This is silly - why do I have to fill this out? I don't attend any after school functions.
- When I enrolled at Harper I indicated I was Hispanic. I have not been contacted by any type of organization available at Harper to possibly support and guide me in my goal to achieve a degree in paralegal as of this date.
- I do not believe I qualify to take part in this survey as I have never taken a class at Harper. I am in the Legal Technology Program offered through Harper but t Rock Valley College in Rockford, Illinois.

What else can be done at Harper to strengthen
and improve climate for diversity? -- Caucasians

- A way to get their book in the mail - like if the student would send a list of the classes they are going to be enrolled in and the bookstore will send the rights books to their house.
- All of above and information regarding all cultures.
- I am only taking one course at night so I am probably not the best person to do this survey. If Harper wants to make more available to promote diversity that is fine, but not at the expense of other successful programs or students. If the minority groups do not feel they are treated fairly, they should be heard and their suggestions considered. My concern is that special interest groups can promote segregation and thus be counter productive.
- I like the ideas above and think all of them are worth trying. The mist important think I think is to keep at it. Promoting understanding among all groups at Harper will help eventually if those for it keep actively chipping away at passive prejudice by having programs that show a groups uniqueness and its common humanity, connectedness to all citizens of the world.
- As a taxpayer in the district I think this is a misappropriation of funds. Where are the questions about the quality of education? Are you getting armed for possible lawsuits or EEOC accusations of violations? Please don't waste my time for things like this. I also resent the implied threat of a follow-up telephone call to intimidate us into responding. We have enough junk mail coming to our home and survey/solicitation telephone calls.
- Find ways of bringing together students from different backgrounds for a common purpose. May be a multi-cultural dance that would present music from many different cultures throughout, i.e., blues, Indian, Mexican, British, etc. The point is to expose people to new cultures, not hole up in a special interest club and spend your time concentrating on how great your own culture is. There's too much of that at Harper and all it does is breed ignorance, intolerance, and separatism.
- International fashion show, international sports competition - don't have meetings - do things that allow cultures to interact in fun, things that start with a strong common interest.

What else can be done at Harper to strengthen
and improve climate for diversity? -- Caucasians

- If the above procedures are properly structured, this should work.
- Do as you are doing - balancing diversity with unity.
- Guest speakers and presentations.
- I think it would be diversity if there were more groups for gay/lesbian groups which people can meet instead of bars. I myself am bi-sexual which cannot find anyone to like and care for.
- Harper needs more minority teachers and students. All of the teachers that I have had thus far been very fair to all minority students and treated everyone the same. Some of the younger students are very ignorant on this subject and need to be aware and better educated on the subject of diversity.
- I think that Harper is doing a great job to create diversity.
- I believe that Harper College sends out too many questionnaires that are practically irrelevant.
- I did not complete this because I do not think my comments would add to the validity of your study. I was enrolled in an NIU graduate class with Harper faculty and staff.
- Why change anything - understanding that I am only a part-time student attending night classes.
- It should be an individual choice - not forced because then it becomes an issue. I never really thought it was a problem at Harper and I have met many different ethnic backgrounds at Harper, just becoming friends I have learned more about their culture and needs, but everyone has needs in any culture similar needs were equal until you make it separate.
- I cannot answer these questions - I spend most of my time in Building H - the activities talked about are in Building A. Harper has special interest groups - doesn't it divide the students?
- Harper is just fine now. Is there a problem? Every effort should be made to offer equal opportunity to all people who attend Harper and I think that is being done as I have not heard or seen any problem. However, I wonder if this survey is being done because administration is curious or because a special interest has prompted it. I do feel that these special interest should not be forced upon other students.
- Around campus create permanent signs that state something as this "At Harper, we all come together as a family" just to remind people we are all a part of the same thing.
- Set a specific criteria for the number of multicultural students in each class.
- I think you are being brow-beat on this issue like so many other schools and organizations.
- To Whom it May Concern: I am a 40-year old part-time student taking classes at Harper so that I can sit for the CPA exam. I have found the people - who are generally my age, trying to achieve the same objective - and many of the same people from class to class to be friendly and competitive. Beyond these observations I have little or no interaction with the general student population. I do not think I can answer any of these questions honestly, except to say "I don't know" -- Hope this helps.
- Being a white person at Harper, I never had any interactions with different ethnic group because it was never offered. Faculty and staff at Harper need to make students aware of different ethnic groups and teach them to respect them. The tendency of young people is to dislike that which is different. I teach high school and see that attitude everyday.
- I think you are wasting the tax payers time and money sending this survey and providing special programs.
- I think that there should be more overlapping of cultures. I think that people should be more aware of other cultures, not just their own.
- I feel the climate is already excellent. I have never observed a problem involving racial prejudice.
- After starting to fill this out I realized that I have not been at Harper long enough nor participated enough to give a full evaluation. Sorry, I could not help more.
- Make building self-esteem the number one priority. Offer opportunities to celebrate cultural differences in music, art, religious beliefs, etc. But balance that with opportunities to celebrate everyone's common humanness, every person's capacity to love, serve, seek truth, form friendships.
- Each individual does not reflect - necessarily - the view of each special interest group it is a member of, individuals need to be heard, too. Diversity should not emphasized. Creating campus sponsored ethnic groups gives students a crutch to lean on and discourages integration.
- After going through most of this survey I have come to the conclusion that you could not get an accurate reading from campus - it is so stupid. The survey that is! Please do not waste my time with this - don't send another.
- Nothing - this is something people have to do and believe in themselves.
- Provide more courses in the area of "International culture/trade". Make them a requirement to receive an Associate Degree.
- Note: I started answering these questions as asked but I truly cannot answer them because I am at Harper for one class, one night a week and am not involved with anything pertaining to these questions nor am I aware of situations being questioned here.

What else can be done at Harper to strengthen
and improve climate for diversity? -- Caucasians (continued)

- All suggestions to improve diversity is a great idea. However, I do not believe that all students should pay the costs such as in a tuition increase. Maybe some special interest group fund raiser within the community.
- Harper College is doing fine with its present program. The progress this program is making should continue.
- Promote a more open and respectful atmosphere toward our ethnic students. We should think of ourselves as hosts and hostesses and try to make them feel welcome and at home to facilitate better communication on all sides.
- I am only a part-time student so a lot of these questions did and do not apply to me.
- I started to fill this out and realized that multi-cultural diversity is wonderful and necessary, but science and math are more so. Concentrate on classes and teaching and not so much on the concerns reflected in this poorly designed survey. Asking me to answer all the questions when I have very limited views - because of part-time, evening adult restrictions - skews the results.
- You might begin by junking whatever anti-western culture you have up your sleeve and plan to justify through the results of this poorly constructed survey and focus on educating students as individuals. If you think I am both reactionary as well as wrong, please ask yourself the following question: "At what college or university did the establishment of a multicultural lobby result in a reduced rate of interracial conflict and a higher level of minority graduation - as opposed to more enrollment - at the institution?" Before you waste a great deal of time and money - better spent on a genuine educational investment, like say, more full-time faculty or books, periodicals and equipment for the library - setting up student sensitivity boards, writing speech codes and trashing the curriculum, examine the fruits of multiculturalism at other institutions of higher learning. What has happened to Howard University, Duke, Penn State, etc.? Are their academic standards as rigorous today as they were 20 years ago? Do minorities and white interact in harmony or eye each other from frozen racial enclaves? Are professors whose teachings diverge from those of gender feminists, black separatists and deconstructionists denied tenure or bullied by university funded activists? Did multicultural activists begin by demanding tolerance and end by inviting Louis Farrakhan to campus? Perhaps Harper ought to look before it leaps.
- Offer weekend "festivals" on occasion, representing food and music for different cultures.
- I think they are doing fine.
- It is my opinion that a course in cultural diversity should be a required course.
- It is ridiculous for me to continue to fill out this survey. I take one course per semester and am rarely on campus.
- To be honest I am only a part-time student on campus one or two nights a week per semester. Therefore, I have not been able to answer this questionnaire fully because I am not on campus for long periods of time. I have never seen anything on campus that I would interpret as racist or offensive to the non-white student population.
- Trying to help one group can have negative effects on other groups. Each group or organization should be treated equally.
- Nothing, I think it is fine the way it is.
- This survey is too long and does not apply to all students. I do not believe I can answer these questions accurately.
- Get parents of your "special group" (I hate that phrase) to get involved in their children's education. Why don't you stress being good people instead of we/their difference so they/we must be special. Teach we all live and breathe and think and hurt and love when we are first born and this will end when we exist no more.
- Make sure we can reach a "person" when calling and not "voice mail" all the time.

Other Comments -- Caucasians

- I have friends of different race and life style as you put it. The fact that they are nice or funny and have it in them to be fair and good and have compassion is what draws people to them and not their color or choice of lovers. The teachers are the ones who need to help the students when they need help or a shoulder to lean on. Some really want their students to succeed. Others just collect a pay check.
- I do not think faculty should be afraid to flunk a student because it does not look good on paper - understand students - yes - give grades - no!
- Top reps never came to me - I guess I am just too ordinary to be of special interest.
- Great, give the money ordinary students pay for education to people because?? what?? they are different or you pity them. I would be mad - no one said - Hey, let's give money to Caucasian heterosexuals!

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Other Comments -- Caucasians (continued)

- Why do you call them special interest - culture is culture - one is not more special than another. I mean what do people think when you say special - they think needy or slow or lobbyists - have festivals of the world, not special interest groups.
- What happens to the staff member who does not tow the party line? Perhaps certain groups come from cultural settings that inhibit achievement in mainstream life. Should they be catered to or encouraged to adopt mainstream ethics that will lead to personal success in school or business.
- The only think I have ever seen staff used for is education and grades. They are paid to teach not be our pal or mentor. Instructors that are good at their jobs have my respect. Instructors that are there for a power trip make me ill and I do not have respect for them. This category was a small percent. For your information, they were Caucasian. A bad instructor does not gain points for being of the same race.
- Why is the smaller percentage of the student body entitled to a greater number of meetings and not the majority. Is the President of Harper College also going to meet with groups representing students of Slavic, Celtic and Scandinavian descent?

APPENDIX

- Survey Instrument

- Cover Letters

William Rainey Harper College
1200 West Algonquin Road
Palatine, Illinois 60067-7398
708-397-3000

Spring 1994

Dear Student:

We are conducting a survey to determine how students view the environment around them at Harper College. The results of this survey will help us make decisions about how we should organize the campus services and appearance.

Please take a few minutes out of your busy schedule to complete the survey and return it in the return envelope enclosed for your convenience. The number on the survey serves as a means for us to remove your name from the list since non-respondents will receive a second copy of the survey and possibly a follow-up telephone call.

Since you are a part of the sample chosen, it is important that everyone respond so that the answers we receive will be representative of all students at Harper College. Thank you for your cooperation.

Very truly yours,

John A. Lucas

John A. Lucas, Director
Office of Planning
and Research

jc
Enclosures

William Rainey Harper College
1200 West Algonquin Road
Palatine, Illinois 60067-7398
708-397-3000

September 1994

Dear student:

In the spring of 1994, at the request of the Office of Multicultural Affairs, Planning and Research requested that you complete the enclosed survey. It is truly the intent of the College to provide a hospitable and inclusive environment for all students. The survey is designed to determine how students feel about the environment at Harper so as to help us decide where program and student service changes are needed.

Please take a few minutes out of your busy schedule to complete the survey and return it in the self addressed stamped envelope.

Since you are a part of the sample chosen, it is important that everyone respond so that the answers we receive will be representative of all students at Harper College. Thank you for your cooperation.

Very truly yours,

Frank J. Solano, Director
Office of Multicultural Affairs

FJS/jpb

Recycled Paper

INSTRUCTIONS

Please complete all questions, even if you feel that they do not apply to your specific situation.

Information provided in the survey will be used to help us meet the needs of students at Harper College.

DEFINITIONS

Special-interest group: There are many student organizations at Harper College with the purpose of advancing and advocating the interests of selected populations of the whole student body, (e.g. Asian Student Association represents Asian Students).

Diversity: Throughout the survey the term diversity is used to refer to the variations in race/ethnicity; gender; sexual orientation; religion; and disability, etc., that one finds at Harper College.

Multiculturalism: The state in which one has mastered the knowledge and developed the skills necessary to feel comfortable and communicate effectively with people of any culture encountered and in any situation involving a group of people of diverse cultural backgrounds.

EXPERIENCES AT HARPER COLLEGE

A. From your perspective, since coming to Harper have you experienced the following?

Never = 1 Seldom = 2 Occasionally = 3 Frequently = 4

1. I have been discriminated against because of my race or ethnicity.

   4 3 2 1

2. I have been harassed because of my race or ethnicity.

   4 3 2 1

3. I have felt that students who are not of a similar background to me do not socialize with me because of my race or ethnicity.

   4 3 2 1

4. I would like to socialize with students who are not of a similar background to me.

   4 3 2 1

5. I have heard or seen ridiculing comments or graffiti at Harper about race or ethnicity.

   4 3 2 1

6. I have been present at Harper affiliated events where racial or ethnic groups were portrayed in a positive manner.

   4 3 2 1

7. I have been present at Harper-affiliated events where racial or ethnic groups were portrayed in a derogatory manner:

   4 3 2 1

8. I have seen/read materials in campus publications which are offensive to people.

   4 3 2 1

9. I have seen/read materials in campus publications which increased my understanding of racial or ethnic persons.

   4 3 2 1

Never = 1 Seldom = 2 Occasionally = 3 Frequently = 4

10. I have had a discussion about race or ethnicity, gender, sexual orientation, or religion with someone from a group different than my own which impacted me in a:

Negative manner	4	3	2	1
Positive manner	4	3	2	1

11. The racial or ethnic groups are adequately represented on important campus governance committees:

4 3 2 1

12. I have been asked to do extra work at Harper because of my race or ethnicity.

4 3 2 1

STUDENT INTERACTION

A. Please indicate the extent to which you agree or disagree with the following statements. (Please circle one for each item).

Disagree Strongly = 1 Disagree Somewhat = 2
Agree Somewhat = 3 Agree Strongly = 4

1. Special interest groups among students promote separatism.

4 3 2 1

2. Special interest groups are needed at Harper to provide support for students of a similar background.

4 3 2 1

3. Students from different special interest groups communicate regularly and effectively at Harper.

4 3 2 1

4. I would like to have more personal interaction with other racial or ethnic students.

4 3 2 1

5. I would like to have more formal interaction with other racial or ethnic students.

4 3 2 1

Disagree Strongly = 1 *Disagree Somewhat = 2*
Agree Somewhat = 3 *Agree Strongly = 4*

6. In the past year, have you participated in any organized activity (workshop, film presentation, open discussion, art presentation etc.) designed to heighten awareness of a special interest group other than your own? (Circle one)

No	1
Yes	2

If yes, it was/they were:

Mostly beneficial	3
Somewhat beneficial	4
Not beneficial	5

B. How much of the following is taking place at Harper? (Please circle one for each item)

Not Enough = 1 *Right Amount = 2* *Too much = 3*

1. The amount of interaction at Harper between individual students of different special interest groups is?

3 2 1

2. The amount of interaction between all types of special interest groups at Harper is?

3 2 1

GENERAL ENVIRONMENT

We are interested in your perceptions of Harper campus and how you feel it relates to you in terms of your racial background.

A. Please rate the general environment at Harper by circling the appropriate number on each line. (Each number represents a point on a continuum e.g. where 4 = Friendly and 1 = Hostile)

Friendly	4	3	2	1	Hostile
Communicative	4	3	2	1	Reserved
Concerned	4	3	2	1	Indifferent
Respectful	4	3	2	1	Disrespectful
Cooperative	4	3	2	1	Uncooperative
Competitive	4	3	2	1	Noncompetitive

Disagree Strongly = 1 Disagree Somewhat = 2
Agree Somewhat = 3 Agree Strongly = 4

B. ***Please rate the general environment in the Student Activities Area (T.V., Pool Table, Arcade area) by circling the appropriate number on each line.***

Friendly	4	3	2	1	Hostile
Communicative	4	3	2	1	Reserved
Concerned	4	3	2	1	Indifferent
Respectful	4	3	2	1	Disrespectful
Cooperative	4	3	2	1	Uncooperative
Competitive	4	3	2	1	Noncompetitive

ATTITUDES

A. ***Please indicate the extent to which you agree or disagree with the following statements: (Please circle one for each item)***

Disagree Strongly = 1 Disagree Somewhat = 2
Agree Somewhat = 3 Agree Strongly = 4

1.	Diversity is valued by Harper	4	3	2	1
2.	Diversity is valued by the Student Activities Department.	4	3	2	1
3.	Harper College is placing too much emphasis on achieving multiculturalism.	4	3	2	1
4.	Emphasizing diversity leads to campus disunity.	4	3	2	1
5.	Elected students at Harper represent my point of view.	4	3	2	1
6.	The following student organizations represent my views:				
	Racial or ethnic student organizations	4	3	2	1
	Gay, Lesbian or Bisexual student organizations	4	3	2	1
	Religious student organizations	4	3	2	1
	Student Senate	4	3	2	1
	Program Board	4	3	2	1
	Other_____(please indicate)	4	3	2	1

Disagree Strongly = 1 *Disagree Somewhat = 2*
Agree Somewhat = 3 *Agree Strongly = 4*

7. Students from the following special-interest groups are accepted and respected at Harper:

Racial or ethnic special-interest groups	4	3	2	1
Gay, Lesbian or Bisexual special-interest groups	4	3	2	1
Religious special-interest groups	4	3	2	1
Student Senate	4	3	2	1
Program Board	4	3	2	1
Other_____(please indicate)	4	3	2	1

8. I believe that Harper College should be genuinely committed to promoting tolerance for and understanding of individual and group differences.
4 3 2 1

9. I believe that Harper College is genuinely committed to promoting respect for and understanding of group differences at Harper.
4 3 2 1

10. In order to "fit in" at Harper , I often feel I need to change some of my personal characteristics (eg. language, dress). 4 3 2 1

11. Harper has achieved a positive climate for diversity.
4 3 2 1

12. The percentage of minority faculty & staff should reflect the percentage of minority students at Harper.
4 3 2 1

13. Students from special-interest groups are given fewer opportunities for student leadership positions than other students on campus:
4 3 2 1

14. In general, students respect minority faculty and staff less than non-minority faculty and staff.
4 3 2 1

POSSIBLE SOLUTIONS

A. How would each of the following affect the climate for diversity at Harper?

Worsen Considerably = 1 Worsen Somewhat = 2
Improve Somewhat = 3 Improve Considerably = 4

1. Promote more programs that recognize distinctive cultural heritages or diverse lifestyles (e.g. Black History Month, Hispanic Heritage Month, Gay/Lesbian Culture Month).
   4 3 2 1

2. Provide more awareness/sensitivity workshops or programs to help staff become more aware of the needs of multicultural students and issues.
   4 3 2 1

3. Include service that enhances the Harper climate for diversity as one of the criteria for staff and faculty evaluations.
   4 3 2 1

4. Have more regular meetings between top Harper administrators and representatives of student special-interest groups.
   4 3 2 1

5. Have more events on campus that bring together members of different racial or ethnic groups.
   4 3 2 1

6. Provide more funding for Harper-affiliated racial or ethnic student organizations.
   4 3 2 1

7. Create more special programs or services for racial or ethnic students.
   4 3 2 1

8. Conduct "teach-ins" on diversity issues. 4 3 2 1

9. Have more art exhibits or music festival featuring different special interest groups. 4 3 2 1

B. ***From your perspective, which programs and services from the list below, if added at Harper would most help the campus community become multicultural. Rank order the top four in the space provided below (e.g. if b is your first choice, place b next to 1, etc.).***

a. Special interest books, magazines, newspapers sold in bookstore

b. Indigenous, international and ethnic food available in the Harper cafeteria

c. Cultural art exhibits, poster exhibits, artifact displays, etc.

d. Special interest mini-courses, workshops, conferences, etc.

e. Special interest newspapers and magazines available in the Harper Library

f. Programs which would include your family (e.g. spouse, children etc.)

g. Trips to explore cultural and ethnic diversity of Chicago

h. Information services on cultural and ethnic activities in Chicago

i. Multicultural music programmed on Harper sound system

Rank order

1. ____

2. ____

3. ____

4. ____

10. ***What else do you think can be done at Harper College to strengthen and improve the climate for diversity?***

_____

_____

_____

_____

Operational Staff:

Janice Cook, Administrative Secretary
Cal Meltesen, Research Analyst
Karla Hill, Research Clerk
Susannah Swift, Clerk
Donna Woodruff, Clerk